



TRAINING
POLICY COMMITTEE
from dreams to legacy

ANNUAL REPORT 2014–2015



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photo: YG

Message from the Chair

Although the Training Policy Committee (TPC) may be best known for the financial resources it provides through the Yukon Indian People's Training Trust (YIPTT), our work in 2014–15 has increasingly involved developing and sharing our knowledge about effective training opportunities and approaches. We have also been expanding our networks, which in turn helps us foster new initiatives and collaborations, and deepen our understanding of the needs of self-governing Yukon First Nations. This past year also saw us continuing our work to raise awareness of YIPTT funding opportunities and other TPC resources.

This combination of work reflects our vision of TPC becoming known as a central resource in the Yukon that provides support and information on appropriate training opportunities and approaches for Yukon First Nations people.

Our work this past year benefited greatly from the three members whose time with the committee unfortunately drew to a close in 2014–15: Anne Turner (CYFN representative); Ray Jackson (CYFN representative); and Valerie Royle (Government of Yukon representative). Their diverse contributions helped TPC continue to focus on growing into the future while anchoring our work in our traditions and culture.

I would also like to welcome our newer members, Mike Vance and Patricia Martin (both CYFN representatives) and thank them for their contributions in their time so far with the TPC. We all look forward to a new Government of Yukon representative joining us in 2015–16.

Finally, I would like to acknowledge the work of our Executive Director, Shannon Audette (formerly Albisser). Her work over the past year has been instrumental in helping us strengthen our understanding of our past efforts and building our vision and goals for our future work.

All of our efforts at TPC are aimed towards a future where Yukon First Nation people, grounded in their traditions and culture, are proudly and confidently working in their communities, governments and beyond. We have exciting and important work ahead of us!

Tosh Southwick

Chair, Training Policy Committee



Committee Members

Committee members are responsible for the leadership, strategic direction and stewardship of the Training Policy Committee (TPC) and the Yukon Indian People's Training Trust (YIPTT).

There are five TPC members; three are appointed by Council of Yukon First Nations (CYFN), one by the Government of Yukon, and one by the Government of Canada. Both government representatives are senior government officials who have the authority to represent their government in education and training matters.

TPC members (as of March 31, 2015)

Tosh Southwick (Chair)	Council of Yukon First Nations
Patricia Martin	Council of Yukon First Nations
Mike Vance	Council of Yukon First Nations
Karen Wienberg (Vice Chair)	Government of Canada
Vacant	Government of Yukon

TPC staff

Shannon Audette	Executive Director
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TPC Vision

In March 2015, the Training Policy Committee approved a new long-term vision that describes the world TPC strives to create in the future:

Grounded in their traditions and culture, Yukon First Nation people are proudly and confidently working in their communities, governments and beyond.

The committee also set out a vision to describe the organization it strives to become:

The Training Policy Committee is the Yukon hub for support and information on appropriate training opportunities and approaches for Yukon First Nations people.

photo: YG

TPC Mission and Values

The mission of an organization describes its purpose and what it does to achieve its purpose. It also describes the values that guide all of the organization's work.

As part of its strategic planning process, the committee looked at the objectives and other clauses in Chapter 28 of the Umbrella Final Agreement (UFA)—the chapter which established the TPC—to help define the following mission:

To assist Yukon First Nation People to obtain training that will help them implement their land claims and self-government agreements and fully participate in the economic opportunities arising from their implementation.

TPC does this by providing expertise, funding and support, and by promoting training initiatives and approaches that meet Yukon First Nation needs. Our work is anchored in tradition and culture, built on innovation, and informed by strong connections with Yukon First Nations.

Our Values

Respect: TPC values the diversity, experience, traditions and culture of all of its members, staff and clients.

Openness: TPC is receptive and responsive to new ideas and innovative approaches to building capacity with Yukon First Nations beneficiaries.

Accountability: TPC follows through on its mandate and operates in a transparent manner that ensures beneficiaries, Yukon First Nations and the Parties to the UFA are informed of our activities.

Future Oriented: The long-term training interests of future generations of beneficiaries guide TPC's decisions and planning initiatives.

Collaboration: TPC works closely with others and fosters connections among our partners.



TPC Mandate

Section 28.7 of the UFA outlines that the TPC shall:

- » establish training programs for Yukon Indian People;
- » develop a training plan which addresses matters identified in the implementation plans;
- » develop a work plan to be included in the Umbrella Final Agreement implementation plan;
- » develop guidelines for expenditure of money from the Trust;
- » expend the money in the Trust in accordance with the approved work plan;
- » prepare an annual report to be delivered to the parties to the Umbrella Final Agreement; and
- » establish consultative arrangements between government and Yukon First Nations to ensure effective and economical integration of existing programs with new programs established by the training plan.

What We've Been Doing in 2014/15

Planning our future

It is important for every organization to periodically review what it has been doing and what it wants to focus on in the next three to five years.

In December 2014, TPC went through a strategic planning process. We reviewed our history and then looked forward into the long-term future, creating new vision statements to reflect what we were striving to achieve in the world, and in our organization.

Our discussions were informed by the results of confidential interviews with 12 key contacts who spoke about their perspective of TPC, its funding processes and what it might focus on in the future.

As a result of our strategic planning process, we established four new goals we aim to achieve in the next three years. These goals will move us towards our vision of supporting Yukon First Nation people to work proudly and confidently in their communities, governments and beyond. They will also help us continue to position TPC as a Yukon hub for support and information on appropriate training opportunities and approaches for Yukon First Nations people.

1. Available YIPPT funding is being reliably accessed for projects that support YIPPTT's "Beneficial Uses."
2. Yukon First Nations (YFNs) and partners are accessing TPC's information and expertise on training approaches that work for First Nations.
3. YFNs have improved access to supports and services that are relevant to their training needs.
4. TPC has increased its operational efficiency and effectiveness.

In March 2015, we received word that our operational funding will be increased. This increase will help us realize significant progress towards these goals.

Developing and sharing our expertise

In 2014–15, our Executive Director took the National Aboriginal Trust Officers Association's (NATOA's) trust training program and the Banff Centre's Indigenous Leadership and Management course. In addition to building our organization's in-house expertise, Shannon was able to assess the relevance of the courses for Yukon First Nations and to give feedback to the course providers on how to improve their courses for future students.

Increasingly, people are coming to TPC for advice on designing and implementing First Nation-specific training courses. For example, in the past year, in addition to supporting Yukon First Nations as they develop their training proposals, we had numerous requests for TPC's input into First Nation-focused capacity development initiatives. We also contributed to the development of a Yukon government Employer-Sponsored Training program.

TPC also participated in the first-ever Northern Adult Basic Education (NABE) Symposium. Literacy experts and practitioners from across the North gathered to share innovative ideas, research and best practices in order to improve education, training and essential skills for northerners so that they can participate more fully in the labour market.

Last year we also mentored a First Nation student from Yukon College's Office Administration Co-op program, giving her on-the-job experience which led her to becoming fully employed with another First Nation organization.



photo: archbuild.com

Strengthening our networks

To strengthen its role as a hub for training, TPC is constantly networking with other organizations, First Nations and other governments.

For example, during 2014–15 we attended the CYFN General Assembly, the Yukon First Nation Resource Conference, the Government of Yukon’s Case Management Forum and the Government of Yukon’s Labour Market Summit.

We continue to participate on the Yukon College’s President’s Advisory Committee on First Nation Initiatives (PACFNI) and the Comprehensive Skills and Trades Training Committee.

We had one-on-one meetings with representatives from the Yukon Aboriginal Women’s Council, the Centre for Northern Innovation on Mining, the First Nations Education Commission, the Northern Institute of Social Justice, the Implementation Working Group, Casino Mine, the Foundation of Administrative Justice and various First Nation governments.

These meetings and events provide us with the opportunity to share information on our funding opportunities, build new partnerships for future initiatives, develop our understanding of effective training approaches and learn about the training priorities and challenges faced by Yukon First Nations.

Increasing our outreach

This year saw the launch of our new website. In addition to promoting our new look, the website provides a foundation for ongoing sharing of information about TPC and YIPPT. It also includes resource sections that we will continue to develop to share information on training and funding opportunities, and on effective approaches to training.

With the new website, the reach of our “Learning Network” also notably increased. This distribution list provides a centralized way to share information on training and funding opportunities for people in the Yukon.



Yukon Indian People's Training Trust (YIPTT)

The members of the Training Policy Committee are trustees for the Yukon Indian People's Training Trust Fund. This trust fund was set up under the UFA and the trustees are legally obligated to manage the fund according to the trust's Indenture Agreement.

Trust Objectives

The objects of the trust are "to advance the training of Beneficiaries in accordance with the Beneficial Uses and, until the Trust Property has been completely expended, to pay any amount or amounts, whether income or capital, of the Trust Property on Beneficial Uses." (YIPTT Indenture Agreement)

"Beneficial Uses" are defined as follows:

"Beneficial Uses" means the use of the Trust Property to foster the socio-economic development of Beneficiaries, including the funding of training for Beneficiaries in the development of job related skills necessary to enable Beneficiaries to fully participate in the economic opportunities arising from the implementation of any Yukon First Nation Final Agreement, the specifics of which shall be set out in the Training Plan. (YIPTT Indenture Agreement)

As of the end of March 31, 2015, the closing balance for the Trust was \$10,425,382.

photo: YG

How YIPTT funds are dispersed

ALLOCATED FUNDS

For the first five years after the Trust was set up, the trustees allocated a portion of the Trust to each individual Yukon First Nation. Over the years, a number of First Nations have accessed all or some of their funds, based on an approved training plan. Others have not yet applied for their allocated funds.

Each self-governing First Nation is eligible to apply to use their allocated funds for training that supports the “beneficial uses” as defined in the Trust Indenture Agreement.

GENERIC TRAINING FUND

In 2000, after consulting with CYFN, the trustees wanted to ensure the fund would be available for the long term. They decided to stop making allocations to individual First Nations as it was drawing down the size of the overall fund. To support ongoing training that would meet the needs of multiple First Nations, the trustees established the Generic Training Fund. This fund uses a portion of the interest earned on the principal of the non-allocated part of trust fund.

“Generic” training refers to training activities that are relevant to more than one self-governing First Nation. To access funding from the Generic Training Fund, two or more First Nations need to develop joint training projects. One First Nation acts as the project lead, overseeing the administrative and financial aspects of the project.

The objectives of the Generic Training Fund are to:

- » Build the capacity of self-governing Yukon First Nations to implement self-government agreements.
- » Provide relevant training models, manuals, and best practice resources for self-governing Yukon First Nations.
- » Build and support partnerships among self-governing Yukon First Nations to develop and implement generic training programs.

YIPTT FUNDED PROJECTS

PROJECTS COMPLETED IN 2014–15

Language Immersion Program

First Nation(s): Vuntut Gwitchin First Nation (VGFN)

YIPTT Fund: Allocated Funds

Funding approved: \$43,195

Project timeline: December 2013 to September 2014

Project Overview and Outcomes

The Gwich'in language is vital to Vuntut Gwitchin culture and is of paramount importance to the Vuntut Gwitchin, as identified in the VGFN Final Agreement. Language holds the key to Vuntut Gwitchin cultural knowledge which is vital to government-related responsibilities such as resource management, justice, health and education.

A small, strong group of fluent speakers located in Old Crow committed to saving the language identified a need for training in immersion teaching techniques as immersion is widely accepted as the most effective means of achieving fluency.

With support from YIPTT, VGFN offered two University of Alberta courses to five fluent Gwich'in speakers interested in teaching their language. In addition to the courses in immersion techniques and material development, the Gwich'in students learned to apply their skills in a practical context. They conducted a community workshop in Old Crow that introduced immersion techniques to 35 semi-fluent and non-fluent speakers.

The University of Alberta instructor and the students developed a strong connection which will provide a basis for an ongoing relationship. This will widen the support available for the difficult task of language revitalization and enable a higher level of professional instruction for community language workers.

As a result of this training, there has been an increase in the day-to-day use of the Gwich'in language in the community. Additionally, children's immersion games and teaching has taken place in the school with the school's Gwich'in language teachers.

A group of fluent speakers have met a few times this winter and a language focus group was organized in early May to come up with some ideas for engaging non-fluent speakers as well. The VG Heritage Committee has made a request for Chief and Council's support for VGG staff to attend immersion Gwich'in classes.



photo: VGFN

Electronic Information and Records Management Training

First Nation(s): Kwanlin Dün First Nation (KDFN – lead); Teslin Tlingit Council (TTC)

YIPTT Fund: Generic Training Fund

Funding approved: \$150,000

Project timeline: May 2013 to July 2014

Project Overview and Outcomes

Although records management is a huge issue for self-governing First Nations, it was not identified in the Umbrella Final Agreement (UFA) or any of the individual self-governing agreements as an area which would need funding or support.

At the time the UFA was signed, no one foresaw how the internet would impact the dissemination of potentially private and confidential information. Today, however, we see how imperative it is to have sound and responsive records and information management legislation, policies and systems in place so that any information breaches can be dealt with swiftly and any damages can be minimized.

This first Electronic Information and Records Management Training Project provided comprehensive education to KDFN and TTC employees, and KDFN Council members, on current information and records management systems and technologies. This training provided people with the tools they need to be able to integrate and implement accountable Records Information Management (RIM) systems into their respective government functions.

The project included participation in national conferences, visits to two BC First Nations to learn about their RIM systems, a RIM “bootcamp” course which 35 KDFN members and 14 TTC members completed, an online RIM certificate program for 3–4 employees from each First Nation, a RIM needs assessment of each First Nation and training on the Federal Freedom of Information and Privacy Protection Act. In addition to increasing their awareness of the importance of records information management, learning new tools and taking concrete steps to improve related internal systems and policies, both First Nations developed stronger relationships with professionals in the information and records management field, nationally and internationally.

As a number of other Yukon First Nations have expressed an interest in this type of training, a symposium on RIM is also being planned for phase 2 of the project. The lessons learned in this first information and records management training will be valuable in the development of future training initiatives.



photo: KDFN

Land Registry Training Project

First Nation(s): Tr'ondëk Hwëch'in (lead); Champagne and Aishihik First Nations; Carcross/Tagish First Nation; Kluane First Nation; Ta'an Kwäch'än Council; Teslin Tlingit Council; Na-Cho Nyak Dun First Nation; Little Salmon Carmacks First Nation

YIPTT Fund: Generic Training Fund

Funding approved: \$241,127

Project timeline: September 2013 to July 2014

Project Overview and Outcomes

In recent years, self-governing Yukon First Nations have experienced increasing demands from citizens and third parties for the use of their Settlement Lands. To help answer these demands, a number of Yukon First Nations have been viewing land leases as a way to increase options for citizen housing or to take advantage of other economic opportunities.

However, lending institutions require a high level of accountability and certainty in order for leases to be used as security for mortgages. A land registry system and trained lands staff, at both the Yukon SGFN and the central level, are crucial to this process. Section 5.5.1.4 of the Final Agreements of self-governing First Nations states that a First Nation can establish a system to record interests in their Settlement Lands.

In September 2013, the YIPPT approved \$241,127 in funding for eight Yukon SGFNs to undergo training on the Land Registry System. The training consisted of classroom lectures, participant interaction, hands-on computer learning, and online support.

This training has increased the knowledge base of participating First Nations and provided an important new skill set for lands representatives and their lands staff members. They strengthened their ability to operate and maintain a cloud-based lands registry system, developed a solid basis for the valuation of development lands and improved their knowledge of First Nations land titles legislation and associated documents. They also have a new land titles registration system that helps ensure uniformity across Yukon First Nations and a procedural manual for ongoing reference.



photo: YC

PROJECTS APPROVED IN 2014–15

Cultural Orientation Workshop Development

First Nation(s): Tr'ondëk Hwëch'in First Nation

YIPTT Fund: Allocated Funds

Funding approved: \$38,162

Project timeline: June 2015 to October 2015

Project Overview:

Employee orientation is the process of introducing employees to their new jobs and work environments. It helps new employees to become acclimated to their new government, department, teammates and work expectations.

For existing and new employees at Tr'ondëk Hwëch'in (TH), including a more complete cultural orientation element to the existing orientation package will enhance the value of the program and strengthen employee appreciation and understanding for the environment they are working in.

There are three project objectives:

1. Build a renewed 1.5-day workshop that starts to inform and educate Tr'ondëk Hwëch'in staff on Tr'ondëk Hwëch'in cultural values and beliefs and traditional pursuits.
2. Offer the workshop to external community interest groups including Dawson City, Hospital, Yukon Government, SOVA, Yukon College Dawson campus, etc. It is anticipated that some minor customization may be required for these external groups.
3. Outline the framework for a TH Cultural Awareness Course for further development and offering to interested staff and external parties.



Our Voices: Yukon First Nations Emerging Banff Leadership Training

First Nation(s): Kluane First Nation (lead); Teslin Tlingit Council (TTC)

YIPTT Fund: Generic Training Fund

Funding approved: \$33,275

Project timeline: March 2015 to March 2016

Project Overview:

Our Voices is a group of Northern Indigenous emerging leaders from Yukon, Northwest Territories and Northern British Columbia, who have joined together with a shared common vision to create; *“A world where northern Indigenous peoples hold up our youth and our culture.”*

Our Voices began in December 2013, in an effort to initiate a dialogue on how young people could support youth and work together to stop the tragic losses experienced within the northern communities.

As part of this, the first Northern Indigenous Emerging Leaders Gathering occurred in May 2014 in Whitehorse, Yukon. Then, in August 2014, over 120 youth, more than a dozen elders and over 30 speakers attended the Our Voices Summer Gathering in Teslin, Yukon.

To help strengthen and build a network of informed, committed, confident, competent, healthy, passionate, and skilled youth leaders, Our Voices successfully applied to have the Banff Centre undertake intensive leadership training with the Banff Wise Practices program staff over an 18-month period.

In partnership with the Banff Centre, Our Voices has planned a three-part custom-made training session for members of the Our Voices committees. The first component was held in February 2015 in Whitehorse. Funding from YIPTT will support two more sessions for planned late spring and late fall 2015.

During the training, senior members of Our Voices and other community youth participants will gain expertise in consensus building and conflict resolution skills, strategic goal setting and budget planning, community engagement skills, community event planning skills, public speaking and reporting skills, crisis intervention strategies for youth, and confidence and competency building strategies.

Trainees will also work with the Banff trainers to engage in strategic analysis and planning for the next Summer Gathering in 2015, as well as new and innovative initiatives in their own communities.

Indigenous Leadership and Management Development

First Nation(s): Ta'an Kwäch'än Council (TKC – lead); Kwanlin Dun First Nation (KDFN)

YIPTT Fund: Generic Training Fund

Funding approved: \$50,000

Project timeline: April 2015 to June 2015

Project Overview:

The ability to lead and manage effectively within First Nation governments is essential to the successful implementation of self-governing agreements. Senior managers who provide strong leadership and deliver clear, positive, and consistent messaging to their staff strengthen their government's ability to deliver successful and sustained programs and services within their communities.

TKC and KDFN management staff will jointly participate in a customized Indigenous Leadership and Management training workshop tailored to their specific needs by the Banff Centre; over the course of the three-day training they will explore the following topics:

- » Systems thinking and problem solving
- » Strategic planning and change management
- » Indigenous governance and management
- » Budgeting, financial management, and funding arrangements
- » Measurement and management of programs and performance
- » Conflict resolution

Following the Banff's training session, management staff will participate in a two-day resiliency training session where they'll learn current best practices for optimal performance and take home new problem solving frameworks and life practices that have proven impact.

- » Communication techniques
- » Managing conflict
- » Dealing with lateral violence
- » Personal empowerment
- » Team building



Training Policy Committee

Financial Statements
March 31, 2015

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photo: YG

Auditor's Report

To Training Policy Committee

Report on the Financial Statements

I have audited the Statement of Financial Position of Training Policy Committee (the "committee") as at March 31, 2015 and the Statement of Operations, Statement of Net Assets and Cash Flows for the year then ended.

Management's Responsibility

These financial statements are the responsibility of the committee's. Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for non-profit organizations, and for such internal control management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform the audit to obtain reasonable assurance whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the committee as at March 31, 2015 and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.


Rebecca Edzerza
Chartered Accountant

Whitehorse, Yukon

Training Policy Committee

Statement of Financial Position

March 31, 2015

	Note	2015	2014
Assets			
Current Assets			
Cash		\$ 19,904	\$ 22,223
Short term investments		-	65,348
Sales tax receivable		1,398	1,953
Due from related parties	4.	108,614	-
Interest receivable		-	382
Total Current Assets		129,916	89,906
Property, plant and equipment	2.	1,061	1,392
Total Assets		\$ 130,977	\$ 91,298
Liabilities and Net Equity			
Current Liabilities			
Trade accounts payable		\$ 3,840	\$ 29,378
Wages payable		3,071	1,146
Employee deductions payable		737	79
Due to related party	4.	-	10,290
Total Current Liabilities		7,648	40,893
Net Assets			
Unrestricted		120,451	47,197
Investment in capital assets		2,877	3,208
Total Net Assets		123,328	50,405
Total Liabilities and Net Assets		\$ 130,976	\$ 91,298

Approved:



Committee Member



Committee Member

The accompanying notes are an integral part of these financial statements.

Training Policy Committee

Statement of Operations

March 31, 2015

	2015	2014
Revenue		
Contributions from Council of Yukon First Nations	\$ 210,158	\$ 103,148
Administration fees	24,218	23,135
Interest income	-	862
Other income	3	630
Total revenue	234,379	127,775
Expenditures		
Advertising and promotion	27,509	14,881
Amortization	331	444
Appreciation	261	356
Bookkeeping	4,518	5,608
Committee development	341	-
Contracts	12,907	20,971
Honoraria	2,600	1,800
Insurance	1,108	2,000
Interest and bank charges	333	494
Office expenses	5,230	3,368
Professional fees	2,050	8,012
Rent	12,202	12,126
Salaries and wages	83,176	78,699
Staff development	3,521	1,167
Telephone and telecommunications	2,942	2,977
Travel expenses	2,427	1,331
Total operating expenses	161,456	154,234
Income (loss) from operations	\$ 72,923	\$ (26,459)

The accompanying notes are an integral part of these financial statements.

Training Policy Committee

Statement of Net Assets

For the Year Ended March 31, 2015

	2015	2014
Net assets, beginning of year	\$ 50,405	\$ 76,864
Net income (loss)	72,923	(26,459)
Net assets, end of year	\$ 123,328	\$ 50,405

The accompanying notes are an integral part of these financial statements.

Training Policy Committee

Statement of Cash Flows

For the Year Ended March 31, 2015

	Note	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES:			
Net income (loss) for the period	\$	72,923	\$ (26,459)
Amortization		331	444
Increase (decrease) in sales tax receivable		557	514
Increase (decrease) in interest receivables		382	-
Increase (decrease) in receivable from related parties		(113,759)	14,423
Increase (decrease) in accounts payable and accrued liabilities		(25,538)	22,569
Increase (decrease) in wages payable		1,925	(22,402)
Increase (decrease) in employee deductions payable		657	(9,551)
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES		(62,522)	(20,462)
Net cash increase (decreases) in cash and cash equivalents		(62,522)	(20,462)
Cash and cash equivalents at beginning of period		82,426	108,033
Cash and cash equivalents at end of period	\$	19,904	\$ 87,571
Cash and cash equivalents consist of the following:			
Cash	\$	19,904	\$ 22,223
Short term investments		-	65,348
	\$	19,904	\$ 87,571

The accompanying notes are an integral part of these financial statements.

Training Policy Committee

Notes to the Financial Statements

For the Year Ended March 31, 2015

1. Significant Accounting Policies

a. Nature of business / Basis for preparation of the financial statements

i. Date and place of incorporation, commencement of operations

Training Policy Committee (the "committee") is a Yukon based non-profit organization incorporated in 1995 without share capital. The committee was established under the terms of the Umbrella Final Agreement for the purpose of administering a fund established to provide training for Yukon First Nation beneficiaries.

The organization is exempt from income tax under the Income Tax Act.

The financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations.

b. Use of estimates

c. Actual results could differ

The preparation of financial statements in accordance with Canadian accounting standards for not for profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and may have impact on future periods.

d. Revenue recognition

i. Deferral method

Training Policy Committee follows the deferral method of accounting for contributions.

Unrestricted contributions are recognized as revenue of the appropriate fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Unrestricted investment income is recognized as revenue when earned.

There are no restricted contributions.

e. Property, plant and equipment

i. Valuation, method and amount

Property, plant and equipment is recorded at cost less accumulated amortization. Amortization is provided annually on bases designed to amortize the assets over their estimated useful lives, as follows:

Training Policy Committee

Notes to the Financial Statements

For the Year Ended March 31, 2015

1. Significant Accounting Policies continued

e. Property, plant and equipment continued

i. Valuation, method and amount continued

Office equipment	20%	Declining balance
Computer equipment	30%	Declining balance
Computer software	100%	Straight line

f. Impairment of long lived assets

i. Description of process for evaluation

In the event that facts and circumstances indicate that the committee's long-lived assets may be impaired, an evaluation of recoverability would be performed. Such an evaluation entails comparing the estimated future undiscounted cash flows associated with the asset to the asset's carrying amount to determine if a write down to market value or discounted cash flow value is required. The committee considers that no circumstances exist that would require such an evaluation.

g. Financial instruments

i. Fair values not materially different from book values

Cash and short-term investments are classified as held-for-trading. Changes in fair value are recorded in the statement of operations.

Accounts receivable and interest receivable are classified as loans and receivables. They are initially recorded at fair value and subsequently measured at amortized cost using the effective interest method.

Accounts payable and accrued liabilities are classified as other financial liabilities. They are initially recorded at fair value and subsequently measured at amortized cost using the effective interest method.

2. Property, plant and equipment

a. Cost less accumulated depreciation/impairment - net book value by period

Property, plant and equipment consist of the following:

			2015	2014
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Computer and equipment	\$ 8,948	\$ (7,887)	\$ 1,061	\$ 1,392
Total	\$ 8,948	\$ (7,887)	\$ 1,061	\$ 1,392

Training Policy Committee

Notes to the Financial Statements

For the Year Ended March 31, 2015

3. Short-term investments

a. Short term investments

Short-term investments represents redeemable Guaranteed Investment Certificates, maturing within one year, with variable interest rates - 2015 - .8% to 1.0% - (2014 - 0.8% to 1.0%). During the year the Committee redeemed all of its short-term investments.

4. Related party transactions

a. Normal course of business

Yukon Indian People Training Trust and the organization are related parties as there is common control by the same individuals acting as committee members and trustees for the Trust. The organization administers the trust fund of Yukon Indian People Training Trust under an indenture agreement. During the year, the organization earned administration fees of \$23,135 (2014 - \$23,135) from the related party. The transaction was engaged in the normal course of operations and measured at the exchange amount with the related party.

As at March 31, 2015, trade account balances owing to (from) the above-noted related party amounted to \$5,145 (2014 - \$5,145).

5. Comparative figures

a. Comparative figures

Certain of the prior year's figures were restated to conform to the present year presentation.

6. Economic dependence

a. Dependent on key funder

The organization is dependent upon the Government of Canada for continued financial support as administered by the Council of Yukon First Nations.



Yukon Indian People Training Trust

Financial Statements
March 31, 2015

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photo: YG

Auditor's Report

To the Trustees

Yukon Indian People Training Trust

I have audited the statement of financial position of Yukon Indian People Training Trust as at March 31, 2015 and the statements of financial position, income and cash flows for the year then ended.

Management's Responsibility

These financial statements are the responsibility of the trust's management. Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform the audit to obtain reasonable assurance whether the financial statements are free of material misstatement.

An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, these financial statements present fairly, in all material respects, the financial position of the trust as at March 31, 2015 and the results of its operations and cash flows for the year then ended in accordance with Canadian generally accepted accounting principles for not for profit organizations.

Other Matter

Subsequent to these financial statements being issued on June 8, 2015, an error was discovered in the presentation of the Allocated and Endowment Fund. My audit procedures were restricted solely to the amendment of the financial statements in this regard.



Rebecca Edzerza
Chartered Accountant

Whitehorse, Yukon
June 08, 2015
June 23, 2015

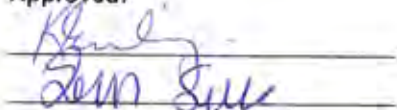
Yukon Indian People Training Trust

Statement of Financial Position

March 31, 2015

	Note	2015	2014
Assets			
Current Assets			
Cash		\$ 15,809	\$ 36,424
Due from related party	6.	-	5,145
Accrued interest and receivables		46,878	37,558
Prepaid expenses		45,000	-
Total Current Assets		107,687	79,127
Investments, restricted	4.	10,334,558	9,579,507
Total Assets		\$ 10,442,245	\$ 9,658,634
Liabilities and Net Assets			
Current Liabilities			
Accounts payable and accrued liabilities		\$ 13,328	\$ 53,433
Due to related parties		3,535	-
Total Current Liabilities		16,863	53,433
Net Assets			
Allocated Fund	5.	2,552,382	2,483,856
Endowment Fund	5.	7,873,000	7,121,345
Total Net Assets		10,425,382	9,605,201
Total Liabilities and Net Assets		\$ 10,442,245	\$ 9,658,634

Approved:



The accompanying notes are an integral part of these financial statements.

Yukon Indian People Training Trust

Statement of Changes in Net Assets

March 31, 2015

	Allocated Fund	Endowment Fund	2015 Total	2014 Total
Net Assets, beginning of year	\$ 2,483,856	\$ 7,121,345	\$ 9,605,201	\$ 9,114,832
Excess of revenue over expenses	68,526	782,144	850,670	802,791
Disbursements for Training	-	(30,489)	(30,489)	(312,422)
Net Assets, end of year	\$ 2,552,382	7,873,000	\$10,425,383	\$ 9,605,201

The accompanying notes are an integral part of these financial statements.

Yukon Indian People Training Trust

Statement of Operations

For the Year Ended March 31, 2015

	Allocated Fund	Endowment Fund	2015 Total	2014 Total
Revenue	\$ 68,527	\$ 122,412	\$ 190,938	\$ 189,253
Expenditures				
Bank charges and interest	-	60	60	64
Insurance	-	-	-	1,598
Investment services	-	28,591	28,591	33,390
Professional fees	-	9,615	9,615	9,450
Administration costs (note 7)	-	24,218	24,218	23,135
Total expenditures	-	62,484	62,484	67,637
Excess revenue over expenditures before other items	68,526	59,928	128,454	121,616
Gain on foreign exchange	-	-	-	13
Unrealized gain on investments	-	722,216	722,216	681,162
Excess revenue over expenditures	68,526	782,144	850,670	802,791
Net Disbursements for training	-	(30,489)	(30,489)	(312,422)
Excess of revenue over expenditures and disbursements	\$ 68,526	\$ 751,655	\$ 820,181	\$ 490,369

The accompanying notes are an integral part of these financial statements.

Yukon Indian People Training Trust

Statement of Cash Flows

For the Year Ended March 31, 2015

	Note	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES:			
Net income (loss) for the period	\$	820,181	\$ 802,791
Unrealized gain on investments		(722,216)	(681,162)
Increase (decrease) in due to related party		8,680	1,012
Increase (decrease) in accounts receivable		-	320
Increase (decrease) in interest receivable		(9,320)	(370)
Increase (decrease) in prepaid expenses		(45,000)	1,598
(Increase) decrease in accounts payable and accrued liabilities		(40,105)	19,108
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES		12,220	143,297
CASH FLOWS FROM INVESTING ACTIVITIES:			
Net disbursements for training		(30,489)	(312,422)
Increase (decrease) in net assets		(2,346)	149,088
NET CASH USED BY INVESTING ACTIVITIES		(32,835)	(163,334)
CASH FLOWS FROM FINANCING ACTIVITIES:			
OTHER ACTIVITIES:			
Net cash increase (decreases) in cash and cash equivalents		(20,615)	(20,037)
Cash and cash equivalents at beginning of period		36,424	56,461
Cash and cash equivalents at end of period	\$	15,809	\$ 36,424

The accompanying notes are an integral part of these financial statements.

Yukon Indian People Training Trust

Notes to the Financial Statements

For the Year Ended March 31, 2015

1. Significant Accounting Policies

a. Governance

Yukon Indian People Training Trust (the "trust") is established under the terms of the Umbrella Final Agreement for the purpose of administering a fund established to provide training for Yukon First Nation beneficiaries.

YIPTT was set up under the Umbrella Final Agreement (UFA), Chapter 28.6 to support implementation training of Yukon Self-governing First Nations and their beneficiaries. The Government of Yukon and the Government of Canada each contributed \$3.25 million (1988 dollars) to the training trust for a total of \$6.5 million. As of March 31, 2015 the trust is valued at \$10,373,397. The trust funds are separated into two categories, Allocated and Endowment Funds.

The Allocated funds are linked to each Yukon First Nation based on original enrollment date, in accordance with the UFA.

The Endowment fund is set up to last in perpetuity to ensure funds are available for generic training in the future. The trustees and the portfolio manager have developed a formula for disbursements to ensure the equity continues to grow. Contributions are recognized as revenue when they become receivable under the terms of the applicable agreements.

b. Accounting Framework

The trust has adopted Part III of the CICA Handbook for Not for Profit Organizations (ASNPO). These standards require accounting principles to be applied on a basis consistent with that of the preceding year. Outlined below are those policies considered particularly significant.

c. Investments and Revenue recognition

Investments are recorded at fair value based upon bid prices for publicly traded securities and quoted prices for fixed rate investments. Realized investment gains (losses) are recorded on a settlement date basis. Any unrealized gains (losses) are reflected as changes or unrealized gains (losses) on investments in the statement of operations. Interest earned on investments is recorded on the accrual basis.

d. Financial instruments

The trust's financial instruments recognized in the statement of financial position consist of cash, investments, accrued interest, accrued liabilities and accounts payable. The carrying values approximate fair values. The fair value of short-term and long-term investments is disclosed in notes 4 and 5 together with available information for a reasonable assessment of interest rate risk and credit risk.

e. Use of estimates

i. Actual results could differ

Yukon Indian People Training Trust

Notes to the Financial Statements

For the Year Ended March 31, 2015

1. Significant Accounting Policies continued

e. Use of estimates continued

i. Actual results could differ continued

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and may have impact on future periods.

2. Capital management

The trust's capital consists of accumulated surplus revenue over expenses. Management manages the capital through investment policies that seek to achieve a conservative balance of capital preservation and long-term capital appreciation. The objective is to ensure adequate capital is on hand to meet current and future grant commitments in accordance with the objectives of the trust.

3. Restricted and unrestricted investments

Restricted investments consist of the original investment balance of \$7,535,097 less funds released to the First Nations over the intervening years to the year ended March 31, 2015, plus the interest earned on those funds, and is recorded at market value. Investments consist of investment income less expenditures to manage the investment funds, net of the effect of unrealized gain/loss.

4. Investments

As at March 31, 2015, market values reflect increases or decreases from cost due to current interest rate differing from contractual rates and unrealized gains or losses on certain investments. The 2015 net unrealized gain of \$722,216 was recognized in the Statement of Income.

Notwithstanding the designation of the investments as held for trading, it is not the intention of the trust to actively engage in the purchases and sale of securities on a short-term basis, but primarily to meet liquidity needs if, and when, they may arise. Effective April 1, 2008, the investment policy specifies maximum levels of direct equity market exposure

In addition to fixed and variable rate investments, the policy addresses issues of diversification, asset allocation, investment concentration and minimum credit ratings. Investment decisions are made in close consultation with an experienced professional portfolio advisor.

Investments yield to maturity is 3.3% to 6.2% per annum (2014 - .97% to 3.6%).

Investment income of \$190,938 (2014 - \$189,253) was earned during the year

Yukon Indian People Training Trust

Notes to the Financial Statements

For the Year Ended March 31, 2015

4. Investments continued

The trust's investment activities expose it to a variety of financial risks:

a. Interest rate risk

Interest rate arises from holding fixed interest rate investments, where the value of the interest-bearing financial instruments will fluctuate due to changes in the prevailing levels of market interest rates.

b. Credit risk

Credit risk arises from the potential for an investee to fail. Credit risk is managed by the Trustees in accordance with investment policy.

5. Net assets- Allocated and Endowment

The net assets are made up of the following amounts:

a. Allocated Fund

Allocated funds are amounts which are available for the First Nations to access for training, in accordance with the policies of the Trust.

b. Endowment Fund

The Endowment Fund is the balance of the original investment. The annual maximum for disbursement under the Endowment Fund is set at \$400,000, based on a rate of return of 3%. The First Nations can access this amount upon successful application to the Trust.

6. Related party transaction

During the year administration costs of \$24,218 (2014-\$23,135), which is 15% of the expenses of the Training Policy Committee (TPC), were paid to the TPC. The two entities are related parties as there is common control by the same individuals acting as committee members and trustees for the Trust.

As at March 31, 2015, the Trust had a payable to TPC for \$3,535 (2014 - (\$5,145)).

Yukon Indian People Training Trust

For the Year Ended March 31, 2015

Schedule of Annual Allocation and Disbursement of Training Funds

	Opening Balance	Current Income Allocation	Net Disbursements	Closing Balance
Na-Cho Nyak Dun	\$ 602	\$ 17	\$ -	\$ 619
Vuntut Gwitchin	200,246	5,710	-	205,956
Teslin Tlingit	2,787	80	-	2,867
Champagne & Aishihik	7,785	222	-	8,007
Kwanlin Dun	619,808	17,672	-	637,480
Ta'an Kwach'an	60,759	307	-	61,066
Selkirk	35,851	1,022	-	36,873
Little Salmon / Carmacks	105,528	3,009	-	108,537
Tr'ondek Hwech'in	275,338	7,930	-	283,268
Kluane	430,639	11,330	-	441,969
Ross River	498,096	14,202	-	512,298
Carcross / Tagish	216,798	6,181	-	222,979
Liard	7,404	211	-	7,615
White River	22,215	633	-	22,848
	\$ 2,483,856	\$ 68,526	\$ -	\$ 2,552,382

The accompanying notes are an integral part of these financial statements.



Training Policy Committee

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